राज्यातील अकृषी विद्यापीठे व संलग्नित महाविद्यालयांमध्ये Apprenticeship Embedded Degree Programme (AEDP) अभ्यासक्रम राबविण्याबाबत.

महाराष्ट्र शासन
उच्च व तंत्र शिक्षण विभाग
शासन निर्णय क्रमांक : एनईपी-२०२४/ E १०८६३८२/ विशि-३
मंत्रालय, विस्तार, मादाम कामा मार्ग,
हुतात्मा राजगुरू चौक, मुंबई ४०००३२
दि. २२ एप्रिल, २०२५

वाचा: १) शासन निर्णय, उच्च व तंत्र शिक्षण विभाग, क्रमांकः एनईपी-२०२२/प्र.क्र०९/विशि-३/शिकाना दि. २६ डिसेंबर, २०२२

२) शासन निर्णय, उच्च व तंत्र शिक्षण विभाग, क्रमांकः एनईपी-२०२२/प्र.क्र०९/विशि-३/शिकाना दि.२० एप्रिल, २०२३

३) शासन निर्णय, उच्च व तंत्र शिक्षण विभाग, क्रमांकः एनईपी-२०२२/प्र.क्र०९/विशि-३/शिकाना दि.१६ मे, २०२३

४) शासन निर्णय, उच्च व तंत्र शिक्षण विभाग, क्रमांकः एनईपी-२०२२/(६७/२३)/तांशि-२ दि.०४ जुलै, २०२३

५) शासन शुद्धीपत्रक, उच्च व तंत्र शिक्षण विभाग, क्रमांकः एनईपी-२०२२/(६७/२३)/तांशि-२ दि.०३ ऑगस्ट, २०२३

६) शासन पत्र, उच्च व तंत्र शिक्षण विभाग, क्रमांकः एनईपी-२०२२/प्र.क्र०९/विशि-३/शिकाना दि.१३ मार्च, २०२४

७) विद्यापीठ अनुदान आयोग, नवी दिल्ली यांची AEDP संदर्भात मार्गदर्शक तत्वे दि.२४.०३.२०२५

प्रस्तावना:

राष्ट्रीय शैक्षणिक धोरण २०२० मधील परिच्छेद क्र.१६.७ मध्ये उच्च शिक्षणातील अध्ययनामध्ये Apprenticeship ची महत्वाची भूमिका खालीलप्रमाणे अधोरेखित केली आहे.

16.7. Individual institutions that are early adopters must innovate to find models and practices that work and then share these with other institutions through mechanisms set up by NCIVE, so as to help extend the reach of vocational education. Different models of vocational education, and apprenticeships, will also be experimented by higher education institutions.

या अनुषंगाने विद्यापीठ अनुदान आयोगाने संदर्भ क्र. ७ अन्वये उच्च शिक्षण संस्थांमध्ये Apprenticeship Embedded Degree Programme (AEDP) राबविण्यासंदर्भात मार्गदर्शक सूचना निर्गमित केल्या आहेत. या मार्गदर्शक सूचनांमध्ये अध्ययन आणि प्रत्यक्ष प्रशिक्षण यांच्यामध्ये असलेली दरी कमी करणे, शिक्षण आणि उद्योग यांच्यात संवाद निर्माण करून विद्यार्थ्यांना रोजगाराच्या संधी उपलब्ध करून देणे इ. बाबी नमूद केल्या आहेत. उद्योग क्षेत्राकरीता आवश्यक कौशल्यपूर्ण मनुष्यबळ निर्माण करण्यासाठी कौशल्य आधारित अभ्यासक्रम तयार केला जाणे आवश्यक आहे. Apprenticeship मध्ये प्रत्यक्ष कामावर आधरित शिक्षण आणि संबंधित विषयाचे सैध्दांतिक ज्ञान यांचा समावेश असल्याने शिक्षण आणि रोजगारातील दरी भरून काढण्यात Apprenticeship हे प्रभावी माध्यम ठरू शकते.

राज्यातील अकृषी विद्यापीठे व संलग्नित महाविद्यालयांमध्ये Apprenticeship Embedded Degree Programme (AEDP) राबविण्यासंदर्भात राज्यस्तरीय सुकाणू समिती (एनईपी) अंतर्गत गठीत करण्यात आलेल्या उपकार्यबल गट, सर्व अकृषि विद्यापीठांचे प्रतिनिधी, क्षेत्रीय कौशल्य परिषदांचे प्रतिनिधी, विविध समित्या यांसह झालेल्या चर्चा आणि दि.१६ एप्रिल, २०२५ रोजीच्या कार्यशाळेतील चर्चा लक्षात घेऊन उच्च शिक्षण संस्थांमध्ये Apprenticeship Embedded Degree Programme (AEDP) राबविण्यासंदर्भातील विद्यापीठ अनुदान आयोगाच्या दि.२४.०३.२०२५ रोजीच्या मार्गदर्शक सूचना राज्यामध्ये लागू करण्याची बाब शासनाच्या विचाराधीन होती.

शासन निर्णय-

उच्च शिक्षण संस्थांमध्ये Apprenticeship Embedded Degree Programme (AEDP) राबविण्यासंदर्भातील विद्यापीठ अनुदान आयोगाच्या दि.२४.०३.२०२५ रोजीच्या मार्गदर्शक सूचना स्विकारण्यास शासन मान्यता देण्यात येत आहे. सदर मार्गदर्शक सूचना राज्यातील सर्व अकृषी विद्यापीठे आणि पात्र ठरणाऱ्या संलग्नित महाविद्यालयांमध्ये शैक्षणिक वर्ष २०२५-२६ पासून लागू करण्यात याव्यात. विद्यापीठ अनुदान आयोगाच्या दि.२४.०३.२०२५ रोजीच्या मार्गदर्शक सूचना सोबतच्या **परिशिष्ट अ** येथे जोडल्या आहेत.

२. शैक्षणिक वर्ष २०२५-२६ मध्ये AEDP कार्यक्रम राबविण्याच्या अनुषंगाने उद्योग क्षेत्रासह भागीदारी करणे, कौशल्याची आवश्यकता शोधणे, अभ्यासक्रम निर्मिती इत्यादीसाठी कमी कालावधी राहीला असल्याने अधिष्ठाता मंडळ (BOD) च्या स्तरावर हा विषय घेऊन त्यांच्यामार्फत विद्या परिषदेची (Academic Council) मान्यता घेण्यात यावी.

३.	सदर निर्देश महाराष्ट्र सार्वजनिक विद्यापीठ अधिनियम, २०१६ कलम ५ (८१) मधील शासनास असलेल्या अधिकारानुसार देण्यात येत आहेत.

४.	शैक्षणिक वर्ष २०२५-२६ मध्ये प्रत्येक विद्यापीठाने किमान ३०० विद्यार्थ्यांची नोंदणी AEDP साठी करावी.

५.	AEDP संबंधी मार्गदर्शक सूचना वेळोवेळी परिपत्रकाच्या स्वरूपात निर्गमित करण्यात येतील.

सदर शासन निर्णय महाराष्ट्र शासनाच्या www.maharashtra.gov.in या संकेतस्थळावर उपलब्ध करण्यात आला असून त्याचा संकेतांक २०२५०४२२१८१९५७५८०८ असा आहे. हा शासन निर्णय डिजिटल स्वाक्षरीने साक्षांकित करून काढण्यात येत आहे.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

PRATAP PANDURANG LUBAL

(प्रताप पां. लुबाळ)
उप सचिव, महाराष्ट्र शासन

प्रति:-

१. मा. राज्यपाल यांचे सचिव, राजभवन, मुंबई,
२. मा. मुख्यमंत्री यांचे अपर मुख्य सचिव, मंत्रालय, मुंबई,
३. मा. उपमुख्यमंत्री (नगर विकास) यांचे प्रधान सचिव, मंत्रालय, मुंबई,
४. मा. उपमुख्यमंत्री (वित्त व नियोजन) यांचे प्रधान सचिव, मंत्रालय, मुंबई,
५. मा. मंत्री, उच्च व तंत्र शिक्षण विभाग, यांचे खाजगी सचिव, मंत्रालय, मुंबई,
६. मा. राज्यमंत्री, उच्च व तंत्रशिक्षण यांचे खाजगी सचिव, मंत्रालय, मुंबई
७. मुख्य सचिव, महाराष्ट्र राज्य, मंत्रालय, मुंबई,
८. अपर मुख्य सचिव, उच्च व तंत्र शिक्षण विभाग, मंत्रालय, मुंबई,
९. कुलसचिव, सर्व अकृषि सार्वजनिक विद्यापीठे/ समुह विद्यापीठे/ अभिमत विद्यापीठे, महाराष्ट्र राज्य,
१०. संचालक, उच्च शिक्षण, महाराष्ट्र राज्य, पुणे,
११. संचालक, तंत्रशिक्षण, महाराष्ट्र राज्य, मुंबई,
१२. सर्व सहसचिव/ उपसचिव, उच्च व तंत्रशिक्षण विभाग, मंत्रालय, मुंबई,
१३. निवडनस्ती (विशि-३) उच्च व तंत्रशिक्षण विभाग, मंत्रालय, मुंबई.

शासन निर्णय क्रमांक : एनईपी-२०२४/ E १०८६३८२/ विशि-३, दिनांक २२ एप्रिल, २०२५ सोबतचे परिशिष्ट-अ

UGC

GUIDELINES

FOR

HIGHER EDUCATIONAL INSTITUTIONS TO OFFER

APPRENTICESHIP EMBEDDED DEGREE PROGRAMME

(AEDP)

ज्ञान-विज्ञान विमुक्तये

UNIVERSITY GRANTS COMMISSION BAHADUR SHAH ZAFAR MARG NEW DELHI-110002

(2025)

1. INTRODUCTION

The National Education Policy (NEP) was released by the Government of India on 29th July 2020. The policy lays emphasis on making education more holistic and effective by integrating general (academic) and vocational education while ensuring the vertical and horizontal mobility of students/learners between academic and vocational streams. The NEP has prioritized the creation of a learning environment that is more "experiential, holistic, integrated, inquiry- driven, discovery-oriented, learner-centred, discussion-based and flexible."

In accordance with the NEP 2020, UGC has framed a new student- centric "Curriculum and Credit Framework for Undergraduate Programmes" (CCFUP) incorporating a flexible choice-based credit system, multiple entry and exit options and a multidisciplinary approach.

Para 16.7 of the NEP makes apprenticeship as crucial to learning in higher educational institutions, as reproduced below:

".....Different models of vocational education and apprenticeships will also be experimented by higher education institutions…….".

Aligned with the NEP 2020 recommendations and the Sustainable Development Goals (SDGs), the UGC has undertaken various initiatives to enable youth to become more competent, employable and global citizens.

There is a need to bridge the gap between 'what is taught in the class' and 'what is required by industry'. The competencies required by the industry need to be embedded in the university curriculum so that the Education-Employability gap is bridged. Apprenticeship has a considerable role to play in bridging this gap.

World over, apprenticeship is considered the preferred and structured training for exposure to the real working environment. This combines work-based learning with theoretical knowledge of related disciplines. Through apprenticeship, students actively engage with the practical side of their learning.

The apprenticeship programmes in India are evolving to meet the dual objectives of fostering skilled manpower and reducing unemployment among the youth. These programmes are increasingly recognized as a vital component of the education system, contributing to a more dynamic workforce that can propel the nation's economic growth and development. The continued expansion and enhancement of such programmes will play a crucial role in India's strategy to effectively harness its demographic dividend.

2. **DEFINITIONS**: In these guidelines, unless the context otherwise requires-

a. **Academic Session:** means the duration of twelve months beginning either in 'January to February' or in 'July to August', as the case may be, of every calendar year.

b. **Act**: means the University Grants Commission Act, 1956 (3 of 1956).

c. **Apprenticeship Embedded Degree Programme (AEDP)**: Programme enabling a student admitted to an undergraduate programme of the Higher Educational Institution, recognized as per the UGC Act, 1956, to pursue apprenticeship training as an integrated component of the degree programme in compliance with these guidelines.

d. **Apprenticeship Rules:** The Apprenticeship Rules, 2019 state that **1.** The employers having four or more workers shall only be eligible to engage apprentices and engagement of apprentices by establishment having thirty or more number of workers shall be

obligatory; **2.** The strength of workers shall be calculated on the basis of average strength in the preceding financial year; **3.** Within a financial year, each establishment shall engage apprentices in a band of 2.5 per cent. to 15 per cent. of the total strength of the establishment including contractual staff, subject to a minimum of 5 per cent. of the total to be reserved for fresher apprentices and skill certificate holder apprentices; **4.** In no month, number of apprentices should be less than 2 per cent of the total strength of the establishment and more than 18 per cent. of the total strength of the establishment subject to the condition that he shall fulfill apprentice months corresponding to minimum 2.5 per cent obligation in a financial year.

The above conditions are as per the Apprenticeship Rules 2019 and the provisions of Apprenticeship Rules, as amended from time to time shall be applicable.

e. Apprenticeship Training: Training in an industry or establishment under a contract of apprenticeship, which consists of a basic training component and on-the-job training (OJT)/practical training at the workplace. Further, as per the Apprentices Act of 1961, Apprenticeship training means a course of training in any industry or establishment undergone in pursuance of a contract of apprenticeship and under prescribed terms and conditions, which may be different for different categories of apprentices.

f. BOAT (Board of Apprenticeship Training) & BOPT (Board of Practical Training): The Regional Boards of Apprenticeship/Practical Training set up by the Government of India at Chennai, Kanpur, Mumbai, and Kolkata as "Autonomous Bodies" to implement the national scheme of apprenticeship training in the respective regions.

g. Commission: means the University Grants Commission established under the University Grants Commission Act, 1956 (3 of 1956).

h. **Establishment:** As per the Apprentices Act, 1961: **Clause 2(g)** states that "establishment" includes any place where any industry is carried on [and where an establishment consists of different departments or have branches, whether situated in the same place or at different places, all such departments or branches shall be treated as part of that establishment]; **Clause 2(h)** "establishment in private sector" means an establishment which is not an establishment in public sector; **Clause 2(i)** "establishment in public sector" means an establishment owned, controlled or managed by **1.** the Government or a department of the Government; **2.** a Government company as defined in section 617 of the Companies Act, 1956 (1 of 1956); **3.** a Corporation (including a co-operative society) established by or under a Central, Provincial or State Act, which is owned, controlled or managed by the Government; **4.** a local Authority.

   The provisions of the Apprentices Act, 1961, as amended from time to time, shall be applicable.

i. **Higher Educational Institution (HEI**): means (i) Universities included under section 2(f) of the UGC Act, 1956 (ii) Deemed to be Universities under section 3 of the UGC Act, 1956 (iii) Institutions funded by Central or State Governments and empowered to award degrees.

j. **Industry:** As per the Apprentices Act, 1961: **Clause 2(k)** states that "industry" means any industry or business in which any trade, occupation or subject field in engineering or non- engineering or technology or any vocational course may be specified as a designated trade or optional trade or both. The amendments in the Apprentices Act, if any, shall be applicable.

k. National Credit Framework (NCrF): Framework, notified by UGC, encompassing elementary, school, higher and vocational education & training, integrating learning on all dimensions, i.e. academics, vocational skills and experiential learning, including relevant experience and proficiency/ professional levels acquired.

l. National Apprenticeship Training Scheme (NATS): The National Apprenticeship Training Scheme is one of the flagship programmes of the Government of India for Skilling Indian Youth in Trade disciplines. The National Apprenticeship Training Scheme under the provisions of the Apprentices Act, 1961 offers Graduate and Diploma students practical, hands-on training- based skilling opportunities with a duration ranging from 6 months to 1 year.

m. National Apprenticeship Promotion Scheme (NAPS): The scheme of the Government of India aimed at promoting apprenticeship training in the country by providing partial stipend support to the apprentices, undertaking capacity building of the apprenticeship ecosystem and providing advocacy assistance to stakeholders.

3. OBJECTIVES

i. To enhance the employability of students pursuing Undergraduate level degree programmes.

ii. To focus on outcome-based learning in all degree programmes to achieve graduate attributes and desired proficiency levels.

iii. To promote active linkage between higher educational institutions and industries/establishments.

iv. To bridge the skill gap in the industries by effectively implementing AEDP in partnership with higher educational institutions and/or Board of Apprenticeship Training (BOAT)/ Board of Practical Training (BOPT).

4. TRIPARTITE AGREEMENT

i. To enter a Degree Apprenticeship engagement, it shall be mandatory to have a tripartite agreement between the recognized HEI,industry/establishment and the student (apprentice/learner).

ii. The agreement shall clearly specify the roles and responsibilities of all three parties.

5. SCOPE / APPLICABILITY

i. The Degree Apprenticeship Guidelines are guided by the fundamental tenets of Apprenticeship as enshrined in the Apprentices Act, 1961, i.e., the training is managed through a contract of Apprenticeship, payment of minimum prescribed stipend to the Apprentice and adherence to the provisions of the Act.

ii. All Undergraduate (UG) Degree programmes in the disciplines offered by the HEIs, as specified by the UGC under section 22 (3) of the UGC Act, 1956, are eligible to embed apprenticeship into the degree programme, subject to the eligibility as per Point 6 of these Guidelines. Section 22 (3) of the UGC Act, 1956 states, "…"*degree" means any such degree as may, with the previous approval of the Central Government, be specified in this behalf by the Commission by notification in the official Gazette*."

iii. The AEDP programme falling under the ambit of a statutory or regulatory body/council other than UGC shall be offered with the prior approval of the concerned statutory or regulatory body/council and in compliance with its guidelines.

iv. An Apprenticeship Embedded Degree Programme shall be treated at par with the regular UG degree programmes specified by the UGC under section 22 (3) of the UGC Act, 1956, for all purposes, including further education and recruitment/employment.

v. Students graduating from the Apprenticeship Embedded Degree

Programme shall be eligible to take admission in the Master's/Ph.D. programme.

6. ELIGIBILITY OF HEIs:

Any Higher Educational Institution may offer an AEDP Programme which fulfils the following conditions:

Having ranked in the University category of the National Institutional Ranking Framework (NIRF) in the latest NIRF rankings

OR

Having a valid grade/score by the National Assessment and Accreditation Council (NAAC)

OR

Having a valid basic accreditation by the National Assessment and Accreditation Council (NAAC) and complying with the criteria specified by the Commission from time to time.

7. IMPLEMENTATION

i. The HEIs shall offer the AEDP in compliance with these guidelines.

ii. The students' apprenticeship training shall be undertaken at the workplace in the identified discipline/trade.

iii. The HEIs shall have a formal agreement with discipline- specific industry/establishment to provide apprenticeship under AEDP. In case multiple industry/establishments are involved, then, separate agreements are required to be made.

iv. The HEIs may plan the number of seats for apprenticeship based on the facilities and infrastructure available and the formal agreement with the industry/establishment.

v. The AEDP shall use standard degree nomenclature as notified by UGC. The mark sheets/transcripts should mention the

credits earned through apprenticeship training and the industry/establishment where the apprenticeship training was undertaken.

vi. The HEIs may convert their already running programmes into the AEDP and take admission accordingly.

vii. Admission to AEDP shall be same as admission to regular UG programmes.

viii. Based on the National Credit Framework (NCrF), provision for Multiple Entry-Multiple Exit should be enabled by the HEIs.

ix. Embedding apprenticeship will offer a kind of traineeship which shall not be undertaken within the university academic establishment but at the premises of the workplace to get work-based learning in an identified discipline/trade.

x. The HEIs shall have full flexibility to schedule apprenticeships within the programme duration, as per the best fit of the industry/establishment and itself. However, the apprenticeship shall not be undertaken in the first semester of the AEDP, whereas the last semester of the AEDP shall be dedicated to apprenticeship.

xi. The spells of apprenticeship shall be scheduled either continuously or at intervals depending upon the requirement and practicality of the discipline concerned. The spell should be of at least one complete semester at a stretch.

xii. AEDP Learning Outcomes/Graduate Attributes for both academic and apprenticeship components shall be defined with the desired attainment levels. The HEIs shall design an appropriate curriculum in consultation with the industry/establishment and shall get the same approved by its statutory authorities before the launch of the AEDP.

xiii. Such curriculum/ courses shall be aligned to the National Higher Education Qualifications Framework (NHEQF)/ National Skill Qualification Framework (NSQF).

xiv. The area of the apprenticeship programme shall be aligned

with the domain of the degree programme.

xv. The HEIs shall also ensure an appropriate assessment strategy for evaluating the defined learning outcomes of the apprenticeship programme, ensuring adherence with the broad learning outcomes as per the National Higher Education Qualifications Framework (NHEQF)/NSQF, as the case may be.

xvi. The Apprentice shall ensure that no simultaneous contracts are signed with different industries/establishments.

xvii. HEIs interested in implementing the AEDP may seek technical assistance from the Board of Apprenticeship/Practical Training (BoAT/BoPT)/Sector Skills Councils/National Council of Vocational Education and Training (NCVET) recognized Awarding Bodies on mutually agreed terms.

Note: AEDP programmes being run by the HEIs prior to the notification of these guidelines shall be governed by UGC guidelines for HEIs to offer 'Apprenticeship/Internship Embedded Degree Programme', notified in 2020, till the passing out of the already admitted batches in these AEDP programmes. However, after the notification of these guidelines, any fresh admissions in these programmes shall be as per these guidelines.

8. AEDP DURATION

Sr. No.	Programme	Permissible Apprenticeship Embedding	
		Minimum	Maximum
1.	UG – 3 years	1 Semester	3 Semesters
2.	UG - 4 years	2 Semesters	4 Semesters

Note:

1. The total duration of the programme shall not be altered.
2. The apprenticeship spell shall be for at least one whole semester.

3. The permissible apprenticeship embedded duration shall only be for the apprenticeship training.

9. CREDIT MECHANISM

i. For apprenticeship, the credits would be calculated in terms of duration instead of notional hours. A three-months apprenticeship programme will earn 10 credits.

ii. The credit assignment to an apprenticeship embedded qualification is subject to the assessment as per the pre-defined learning outcomes/Graduate Attributes.

iii. The actual hours spent in the industry shall be in accordance with the provisions of the Apprenticeship Rules as amended from time to time, whereas for the calculation of credits, the mechanism at point (i) above shall be applicable.

10. STIPEND

The HEI shall have an option of offering AEDP either through registration on the NATS portal or directly in partnership with the industry/establishment. Based on the option, the stipend will be paid as per the relevant rules/guidelines.

10.1 Offering of the AEDP directly in partnership with the industry/establishment: The stipend will be paid by the industry/establishment as per the Apprentices Act, 1961 & Apprenticeship Rules, 1992; as amended from time to time.

10.2 Offering of the AEDP through registration on the NATS portal: Stipend will be paid by the government as applicable and as per the agreement signed for the apprenticeship purpose with the BOAT/BOPT.

11. PREPARATION OF APPRENTICESHIP PLAN

An apprenticeship plan shall be developed by the HEIs in collaboration with the industry/establishment. The BOATs/BOPT may also be involved in the development of the plan for onboarding on the National Apprenticeship Training Scheme (NATS) portal. The HEIs may also use

the services of industry/establishment associations/Sector Skill Councils (SSCs)/NCVET Awarding bodies to develop and manage the apprenticeship plan. The apprenticeship plan shall broadly incorporate the following:

a. Work/Training description in detail.
b. Duration of the apprenticeship training: clearly defined in months as per the trade requirements.
c. Training Syllabus: Comprehensive curriculum covering Academiccomponent/theoretical aspects and practical/ Apprenticeship details /schedule.
d. Facilities/Infrastructure/Faculty: Adequate facilities for on- the-job and classroom training. Also, the availability of the faculty/experts including the Professor of Practice, as applicable, ensuring adequacy & appropriateness.
e. Credit Mechanism as per the NCrF.
f. Detailed action plan including minimum attendance required.
g. Expected learning outcomes/ graduate attributes.
h. Assessment/Evaluation Methodology: Assessment for the apprenticeship component shall be carried out in a semester pattern.
i. Mechanism to monitor the progress of the apprentice during the apprenticeship period with explicitly/clearly defined processes with timelines.

12. ASSESSMENT METHODOLOGY OF THE APPRENTICESHIP COMPONENT OF THE AEDP

The assessment shall be aimed at assessing the skills/ proficiency of the Apprentice in a work setting as part of the apprenticeship component.

The assessment of apprentices shall be done, provided the students concerned have maintained a satisfactory level of attendance during the apprenticeship period. The HEI concerned shall prescribe the minimum attendance of the apprenticeship in the industry/establishment. The HEI shall have the flexibility to structure the assessment of the apprenticeship component in partnership with the industry/establishment. The training of

the students/apprentices shall be evaluated and the weightage of various components of the assessment shall be mutually decided between the HEI and the industry/establishment as per the following:

- **A.** Evaluation by industry/establishment (min. 30% - max. 40% weightage).
- **B.** Evaluation by faculty mentor based on the on-site visit(s) (min. 30% - max. 40% weightage).
- **C.** Evaluation through seminar presentation and Viva-Voce at the HEI (remaining weightage: min. 20% – max. 40%).

Note: For the seminar presentation and Vice-Voce, industry experts may be invited by the HEI.

A. Evaluation by industry/establishment (Indicative but not limited to):

The industry/establishment shall assess the candidates based on the following parameters – attendance, discipline and punctuality, familiarity with learning methodologies, skills, application of skills, comprehension and observation, professional ethics, safety and environmental consciousness, communication skills, supervisory skills and general conduct during the period.

B. Evaluation by faculty mentor (Indicative but not limited to): The HEI shall depute one faculty member to mentor and evaluate at least 20-30 students undertaking apprenticeship training. Such mentors will monitor, guide, and counsel the students as and when required. The mentorship mechanism should be detailed in the apprenticeship plan.

C. Evaluation through seminar presentation and viva-voce at

the HEI (Indicative but not limited to):

The student will submit a project report and give a seminar/presentation based on his training report before an expert committee to be constituted by the concerned department as per the norms of the HEI. The evaluation shall be based on the following criteria:

- Quality of content/project report presented
- Effectiveness of presentation
- Depth of knowledge and skills
- The delivery of the project outcome, wherever applicable
- Apprenticeship Report
- Attendance records, daily diary and departmental reports

Note:

1. The marks provided by the industry/establishment and the institute shall be averaged to decide the student's final grade.
2. The overall credits assignment and the issue of certificates for the apprenticeship qualification shall be the responsibility of the HEI concerned in collaboration with the industry/ establishment.

13. ROLE OF STAKEHOLDERS IN THE IMPLEMENTATION OF THE AEDP

A. BOATs/ BOPT

a. To be the focal point in driving the apprenticeship as per the tripartite contract, as applicable.

b. To enable ties between HEI and industry/establishment.

c. To ensure adherence to the guidelines related to stipend, training and other mandated compliances, as applicable.

B. HEI

a. The academic institution shall take necessary approval from its statutory bodies, such as the Academic Council and Executive Council/Senate, for offering AEDP.

b. Signing of MoU/Agreement/Letter of Confirmation with the industry/establishment.
c. Preparation of an Apprenticeship Plan in collaboration with the industry/establishment.
d. Creating the curriculum along with industry/establishment.
e. Implementation of theoretical/classroom learning components of the AEDP.
f. Ensuring the availability of relevant infrastructure and faculty with requisite industry/establishment experience, including Professor of Practice, to deliver AEDP.
g. Assessment.
h. Awarding the AEDP qualification.
i. Credits uploading on the ABC portal.
j. Do all the necessary activities required to improve the quality of AEDP.
k. In the event of a default by the Industry, the HEI should consider either moving the students to the conventional programme or to an alternate industry, as per the choice of the students.

C. INDUSTRY/ ESTABLISHMENT

a. Signing of MoU/Agreement/Letter of Confirmation with the HEI(s).
b. Preparation of an Apprenticeship Plan in collaboration with the HEI.
c. Onboarding the student trainee.
d. Co-creating curriculum/synopsis/written plan of apprenticeship along with the HEI(s).
e. Delivery and assessment of apprenticeship learning.
f. Adherence to the guidelines under the AEDP related to the stipend, training and overall outcomes intended for the programme.

D. STUDENT/LEARNER/APPRENTICE

a. Submit the training report in the prescribed format.
b. To complete apprenticeship and academic learning as per the curriculum.
c. To take up the required assessment.
d. To maintain decorum and discipline during the training as per industry/establishment norms during the apprenticeship period.
e. The apprenticeship contract shall terminate at the expiry of the apprenticeship training period.

14. POST TRAINING TRACKING

HEIs are expected to track the outcomes of the pass-outs from such programmes for a period of at least 1 year after the completion of the programme to assess the employment and education pathways pursued by such candidates and contribute to the further development of AEDP.

15. ROLE OF STAKEHOLDERS UNDER THE TRIPARTITE CONTRACT

Responsibilities of the Industry/Establishment

i. To comply with the provisions related to health and safety, compensation for injury and hours of work, leave and holidays, as per the provisions of the 'Apprentices Act, 1961' and 'Apprenticeship Rules,1992', as amended from time to time.
ii. To provide the Apprentice with the training as per the approved programme in accordance with the contract and within the overall provisions of the Act.
iii. To pay stipend as prescribed by the Government, usually on completion of every month through bank transfer, at the latest by the 10th of the following month.
iv. To maintain records of the progress of training and assessments undertaken by each apprentice undergoing apprenticeship

training in his establishment in such form as required under the course curriculum and as may be prescribed under the Act.

v. To comply with provisions related to Health and Safety: The provisions of Chapters III, IV and V of the Factories Act, 1948 shall apply in relation to the health, safety and welfare of the apprentices as if they were workers within the meaning of that Act and when any apprentices are undergoing training in a mine, that provisions of Chapter V of the Mines Act, 1952, shall apply in relation to the health and safety of the apprentices as if they were persons employed in the mine. Similar provisions should also be applicable for apprentices working in any such hazardous industry/establishment which may have health, safety and welfare guidelines for employees.

vi. To comply with the provisions related to the Hours of Work, Leave and Holidays: The weekly and daily hours of work of an Apprentice while undergoing practical training in a workplace shall be as determined by the industry/establishment subject to compliance with the training duration, as applicable.

vii. To provide Compensation for Injury: If personal injury is caused to an Apprentice by accident arising out of and during his training as an Apprentice, his industry/establishment shall be liable to pay compensation which shall be determined and paid, so far as may be, in accordance with the provisions of the Employees' Compensation Act, 1923, subject to the modifications specified in the Schedule.

viii. To permit apprentices to attend scheduled academic sessions in between the training period at the HEI campus.

Responsibilities of Apprentices

Conduct and Discipline: The Apprentice shall be governed by the rules and terms & conditions/regulations (applicable to apprentices) in the establishment in which the Apprentice is undergoing training.

Responsibilities of the HEI

i. To deliver the programme as per the approved curriculum, including the monitoring/management of the apprenticeship component undertaken in partnership with the industry/establishment.

ii. To have the flexibility to structure the assessment of the apprenticeship component in partnership with the industry/establishment in terms of one final end-term assessment or periodic assessments at the enterprise through industry/establishment/HEI assessors.

16. TERRITORIAL JURISDICTION OF HIGHER EDUCATIONAL INSTITUTIONS FOR OFFERING AEDP

I. A HEI established or incorporated by or under a Central Act shall offer AEDP programmes as per the territorial jurisdiction allotted to it under its Act.

II. A HEI established or incorporated by or under a State Act (Public and Private) shall offer AEDP programmes only within the territorial jurisdiction allotted to it under its Act and not beyond the territory of the state of its location.

III. An institution Deemed to be a University established as per Section 3 of the UGC Act, 1956 shall offer AEDP Programmes within its headquarters or from those off campuses that are approved by the Government of India through notification published in the Official Gazette.

IV. No HEI shall offer AEDP programmes or other related activities through franchising arrangements.

17. CONSEQUENCES OF THE VIOLATIONS OF THE GUIDELINES

If any HEI violates the provisions of these guidelines, the Commission shall constitute an enquiry committee to look into the violations. If the

violations are established by the enquiry committee set up by the Commission, the HEI shall be:—

a) Debarred from participating in UGC schemes.

b) Debarred from offering degree programmes.

c) Debarred from offering ODL and online mode programmes.

d) Removed from the list of HEIs maintained under Sections 2(f) and 12B of UGC Act 1956.

The HEI shall be subjected to one or more of the above actions. Further, UGC may take additional punitive actions as per the decision of the Commission on a case-to-case basis.

18. INTERPRETATION

In the event of any conflict or inconsistency with respect to these guidelines, the interpretation given by the Commission shall be final and binding.

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